

# YEAR IN REVIEW

THE CENTRE FOR HUMAN RIGHTS, EQUITY & INCLUSION

## CONTACT US

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MAY 2018  
 APRIL 2019

## THE CHREI BY NUMBERS

The snapshot presented here indicates the milestones the Centre for Human Rights, Equity & Inclusion has achieved.

**107**  
 Training Sessions  
 2396 attendees

**5**  
 Celebrations / Observances

**4**  
 Consultations

**2**  
 Partnerships

**3**  
 External Engagements  
 689+ attendees

**52,333**  
 Twitter Impressions

**6,823**  
 Facebook Timeline Impressions

## ABOUT

The Centre for Human Rights, Equity & Inclusion (CHREI) promotes and builds a respectful, equitable, diverse and inclusive university community.

It strives to be a leader in providing accessible, impartial, non-adversarial and confidential programs and services that uphold human rights, facilitate equitable access to opportunities and champion diversity and inclusion along 4 functional areas:



Case Resolution



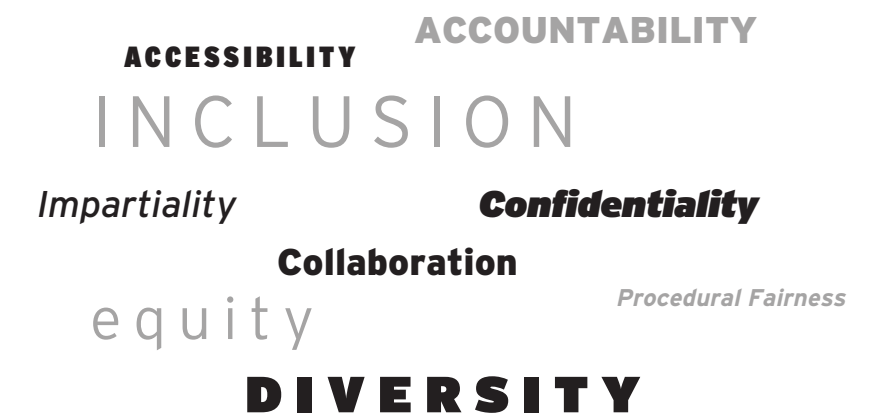
Education



Consultations



Reporting





## CASE RESOLUTION SERVICES

To foster work and learning environments free from harassment and discrimination under the Ontario Human Rights Code, the CHREI receives and processes human rights concerns and complaints brought forward by community members.

The CHREI received an increase in the number of cases that resulted in formal complaints. The majority of these complaints are related to Sexual Harassment including Sexual Assault.

### IN 2018 - 2019, THE CENTRE RECEIVED:

**50**  
Enquiries

**149**  
Consultations

**44**  
Complaints

**2**  
OSCR Referrals

*Note: Formal complaints against students are addressed through the Code of Student Rights and Responsibilities.*

In discharging its mandate, the CHREI benefited from its relationships with:

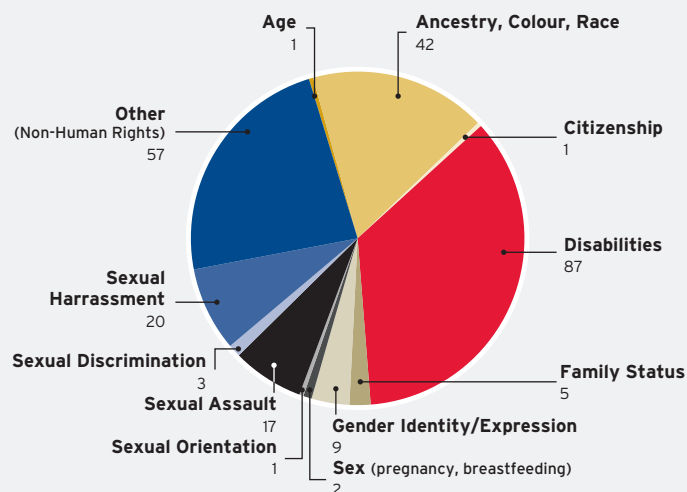
- Student Accessibility Services
- Office of Student Community Relations
- Centre for Sexual Violence Response Support and Education
- Community Safety Department
- and others

The CHREI also provided oversight of some investigations conducted by external investigators and guidance to external stakeholders in navigating York's collective agreements, policies and procedures.

### Policy and Procedural Guidance

The CHREI provided policy advice and procedural guidance on governance issues arising within York University:

- Accessibility concerns in inclement weather
- Accommodation for breastfeeding
- Smudging Policy
- Policy on Sexual Violence
- Human Resources practices
- Classroom accommodation practices
- Style guide and website design
- Constitutions and by-laws of student groups
- Name and gender change procedures based on gender identity
- Security and access control procedures



## EDUCATION SERVICES

The CHREI supports and provides community learning around issues of human rights, equity and inclusion to drive excellence throughout the institution's academic priorities.

The CHREI uses case resolution data and trends to identify service needs of the community and adjust its education programming.

The CHREI facilitated the community's pursuit of in-depth learning on human rights, equity and inclusion. Offerings included in-person, online and custom training sessions.

### Celebrations / Observances

The CHREI hosted celebrations / observances to raise the profile and increase engagement around human rights, equity and inclusion and generate community-wide conversations. These celebrations / observances comprised of:

- Canada Inclusion at Crossroads
- International Day of Persons with Disabilities
- Inclusion Day
- International Women's Day
- International Day for the Elimination of Racial Discrimination

### Partnerships on Practicums

The CHREI hosted 5 students from the Osgoode Public Interest Research Program (OPIR) and the Nursing Student Practicum Placement Program.

### External Engagements

The CHREI delivered external presentations this year to increase engagement with the larger community:

- SpeakOUT Conference hosted by York Region District School Board  
- 73 high school students
- Inclusive Leadership hosted by Miller Thomson LLP  
- 266 lawyers, staff and corporate clients
- TransMilitary Film Presentation and Panel Discussion in partnership with Human Rights Watch Canada and HotDocs  
- 350+ attendees



## CONSULTATIONS

The CHREI leads and supports inquiries into workplace and learning successes, opportunities to inform education needs as well as institutional inclusion-based strategic planning.

The CHREI collaborated across the University with multiple stakeholders such as: LA&PS, Schulich School of Business, Libraries, Glendon College and the Student Success Centre; participated in committees and working groups such as the Indigenous Council, Mental Health Strategy, Freedom of Speech Policy, Anchor YorkU, Accommodations in Practicum Placements and provided support to the SexGen, Enable York and RISE sub-committees of the President's Advisory Committee on Human Rights.

The CHREI also developed and piloted a 'Faculty Series' on the following topics:

- Navigating Sensitive Conversations in the Classroom
- Inclusive Leadership
- Disability and Accommodations, co-facilitated with Student Accessibility Services
- Understanding Freedom of Speech

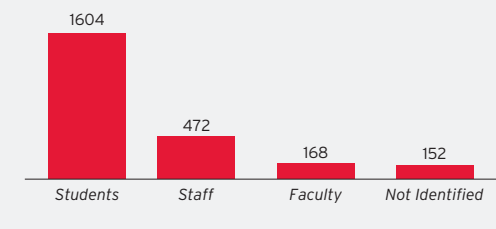


## REPORTING

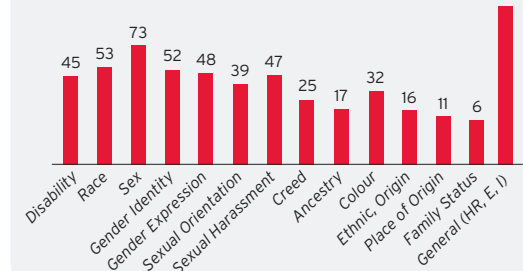
The CHREI strives for operational transparency, disclosing data and information on its activities to further educational, engagement and awareness-raising objectives.

### 107 TRAINING SESSIONS 2396 ATTENDEES

#### Categories of Participants



#### Total Number of Training Sessions focused on Human Rights Protected Grounds\*



*\*The 107 sessions focused on providing (legal) definitions, applicable case scenarios and facilitated discussions. There is a notable overlap of the Ontario Human Rights code grounds/ topics, based on the nature of the workshops that illustrate discriminatory experiences through an intersectionality framework and multiple sights of oppression.*